

# ***Women in the US Navy***

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**LT Heidi Boettger**

Office of Diversity and Inclusion

Women's Strategy and Policy (OPNAV N134W)

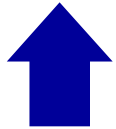
**22 APR 2015**



# Women in the US Navy

## As a Nation...

### In the Workplace



- Women comprise 46.9% of the work force
- Women hold 14.6% of the Fortune 500 Executive Officer positions

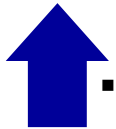
## As a Navy...

### Women comprise:



- 17.7% of Enlisted
- 16.7% of Officers
- 31.1% of NROTC freshmen
- 22.7% of US Naval Academy freshmen
- 8.4% of O-7 and above

### Shifting Talent Base



- 57.4% of college graduates are female
- Women earn 62.3% of all grad degrees
- 41.6% of women in the workforce hold management and professional related occupations

### Expanding Role of Women



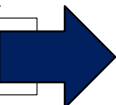
- 1993 combat exclusion law opens all ships and squadrons to women
- 2010 sub service opens to officers
- 2013 rescission of the ground combat exclusion
- 2016 SECDEF guidance for all positions to be open or exception to policy requested

***Diversity is an imperative to recruit & retain the most qualified talent***



# Women in US Naval Service

Total Force at a glance



	ACTIVE DUTY / FTS		RESERVE		TOTAL FORCE
	OFFICER	ENLISTED	OFFICER	ENLISTED	
WOMEN	16.8%	18.2%	16.7%	17.7%	18.5%
	9,334	50,108	2,699	7,609	69,750
MEN	46,106	224,390	10,940	26,644	308,080
TOTAL	55,440	274,498	13,639	34,253	377,830

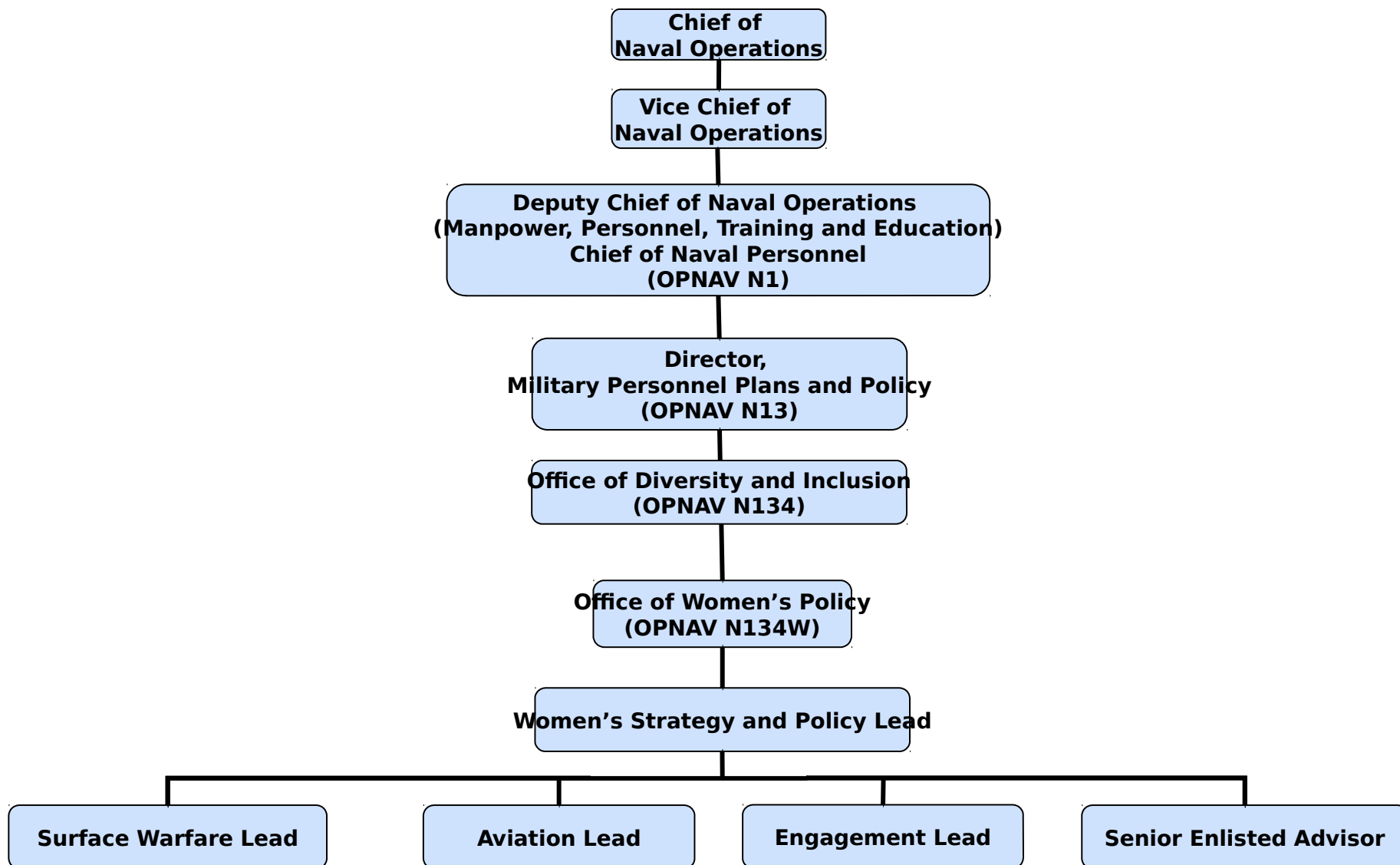
Data Source: NMPBS, FY15Q1



2013 Leadership Award Winners  
with VADM Nanette DeRenzi



# ***OPNAV N134W Organization***





# Talent Focus

## CHIEF OF NAVAL PERSONNEL

HOME | RESPONSIBILITIES | VADM BILL MORAN BIO/PHOTO | FMC APRIL BELDO BIO/PHOTO | CONTACT | PHOTO GALLERY

### LATEST PHOTOS



What and When 'Matters'

2 of 4

A couple of years ago, our CNO coined the phrase "where it matters, when it matters" to plainly describe the unique proximity and responsiveness our Navy provides in times of conflict and crisis. And it's our ready Sailors who make it happen. To sustain and advance future initiatives our personnel business needs to become more nimble and responsive. We'll need to anticipate and address challenges before they burden Sailors, create retention problems or hinder our warfighting focus. (FULL STORY)

### TOP STORIES

#### CSADD Sea and Shore Winners announced

The Coalition of Sailors Against Destructive Decisions (CSADD) Sea and Shore chapters of the year (COY) were announced by the Chief of Naval Personnel Jan. 6.

January 6, 2015

#### Top 5 People Stories of 2014

December 19, 2014

#### Nominations Sought for Language Professional Awards

December 16, 2014

More Top Stories...

### RECENTLY TWEETED

#### Tweets

Follow



USN People

@usnpeople

1h

New Dad? Do you know the Paternity Leave Policy? [go.usa.gov/t224](http://go.usa.gov/t224) @Fleet\_Family @USNavy @USFleetForces @NavStress Expand

### PRIORITIES

- > @USNPeople Weekly Wire
- > Uniform Matters Newsgram
- > Share Your #WhyIServe

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Subscribe to @USNPEOPLE Weekly Wire newsletter -





# ***Lines of Effort***

***To address pressing fleet concerns and lay the pavers for long-term modernization, our vision of change is built on a framework of three pillars: a modern innovative personnel system, a ready, relevant learning environment and an enabling culture***

## **Personnel System Modernization**



**Agile career  
paths, greater  
choice and  
expanded  
education  
opportunities**

## **Ready, Relevant Learning**

**Mobile, modularized  
approach linking  
education, training, and  
operations**



## **Enriched Culture**

**Greater  
importance on  
family, respect and  
dignity, physical  
and moral fitness**





# Office of Women's Policy Overview

## Instructions:

- **Assignment & Embarkation of Women**
- **Pregnancy and Parenthood**

## Women in Service Review (WISR):

- **Navy's Integration Plan**
- **Equal professional opportunity**

## Initiatives:

- 12-Mo. Post-Partum Operational Deferment
- Women's Uniform Initiatives
- Family Planning

## Statistics:

- Officer & Enlisted women in the Navy
- Recruiting & Retention trends
- Pregnancy & Parenthood trends

## In the Works:

- Research:
  - International Navies Comparison—NPS
  - CNA Model—Development of a comprehensive enlisted strategy
  - Design Thinking—Booz Allen Hamilton
- Evaluating:
  - Increasing Fertility Options—BUMED

## Our Reach:

- E1☑O10
- Quarterly Women's Waterfront Symposiums
- Joint Women's Leadership Symposium
- Defense Advisory Committee on Women in the Services (DACOWITS)
- Mentoring
- Social Media

***Continue to attract & retain competitive talent,  
while meeting operational commitments***



# Career Intermission Program

Provides greater flexibility in career paths to enhance retention

82 Participants

## leave

- Impact of career on having a family
- Impact of career on spouse/family
- Work/Personal Life Balance

## Program Benefits

- Leave active duty for up to 3 years
- Retain active duty health and dental care
- Receive monthly stipend pay (2/30ths)
- Permanent change of station to location of choice
- Return to active duty to continue career

## Assessing Potential Benefit of removing statutory restrictions on participation:

- By >20 Officer/20 Enlisted

- 31 Officers, 51 Enlisted
- 34 have returned, 36 on intermission, 12 awaiting intermission start
- 43% Men, 57% Women
- Across unrestricted line, restricted line and staff communities
- Mixture of operational and support ratings

## Following return to active duty, personnel have competed

- 1 officer eligible for promotion, selected to Captain
- 2 officers eligible for Administrative Screen Board
  - 1 selected for Operational DH
  - 1 selected for Training Command DH





# ***Pregnancy Policy***

## **OPNAVINST 6000.1 Series**

- **The US Navy**

- Encourages family planning to coincide with shore duty

- **Servicewomen who become pregnant on sea duty may remain onboard ship until the 20<sup>th</sup> week**

- **Following the delivery of a child, servicewomen are authorized:**

Servicewoman:

Servicemen:

- 42 Days Convalescent Leave (minimum)
- Twelve months Operational Deferment
- Six months PFA exemption
- Servicemen are authorized 10 days non-chargeable leave

- **Following adoption: MILPERSMAN 1050-420**

- Commanding Officers may grant up to 21 days non-chargeable leave and can be used in conjunction with regular leave
- Only one member of a dual military couple is eligible



# ***What can you do?***

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- **Continue to be positive examples**
  - Military bearing
  - Education
  - Leadership
  - Mentor/ Mentee relationships
- **Fleet feedback**
  - Surveys
    - Pregnancy and Parenthood Survey
  - Symposiums
    - JWLS taking place in San Diego, 11-12 June
  - Facebook Pages
    - Female Enlisted Sailor
    - Female Naval Aviators
    - Female Naval Officers

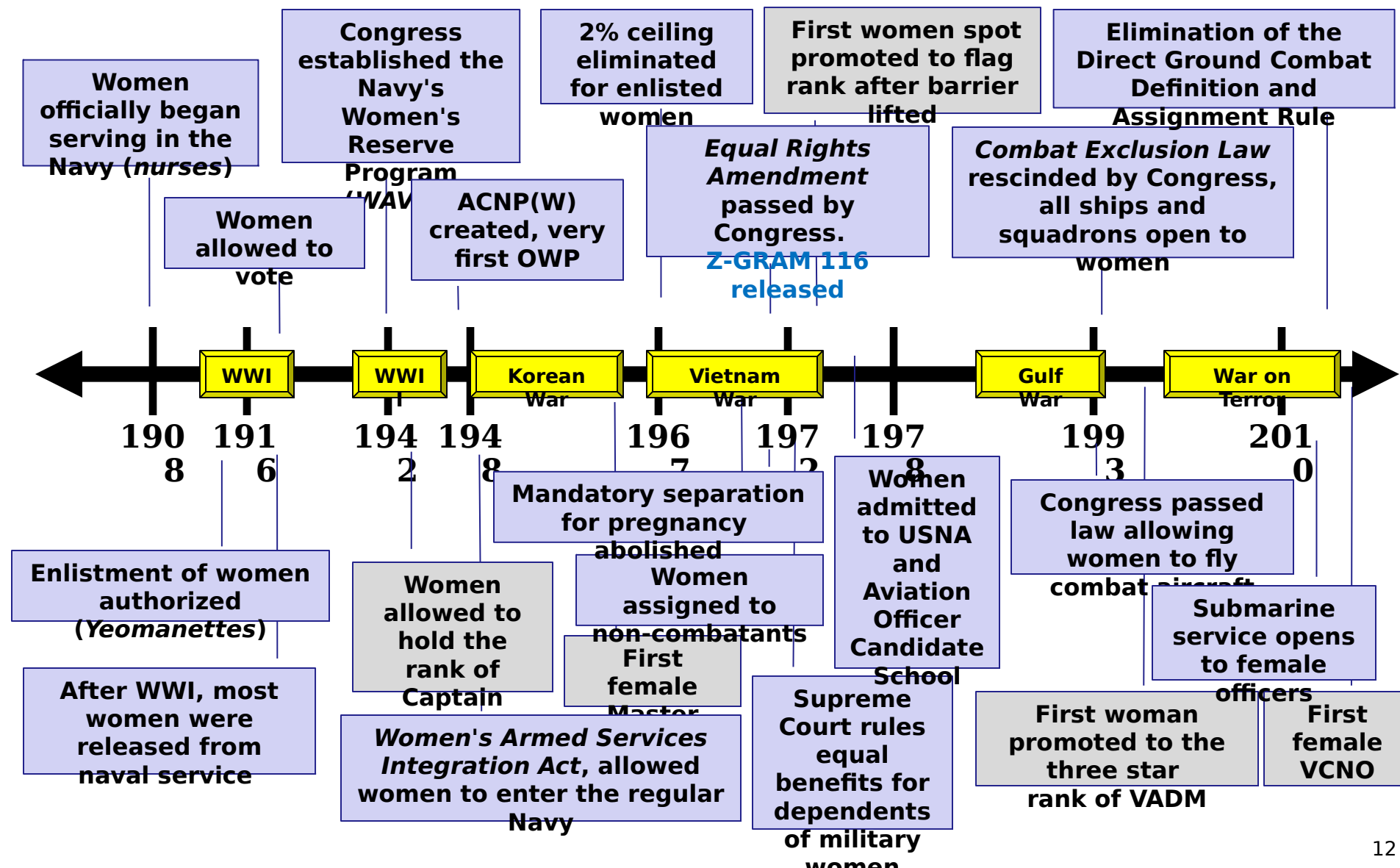


# ***Backup***

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# Timeline of Women in the US Navy





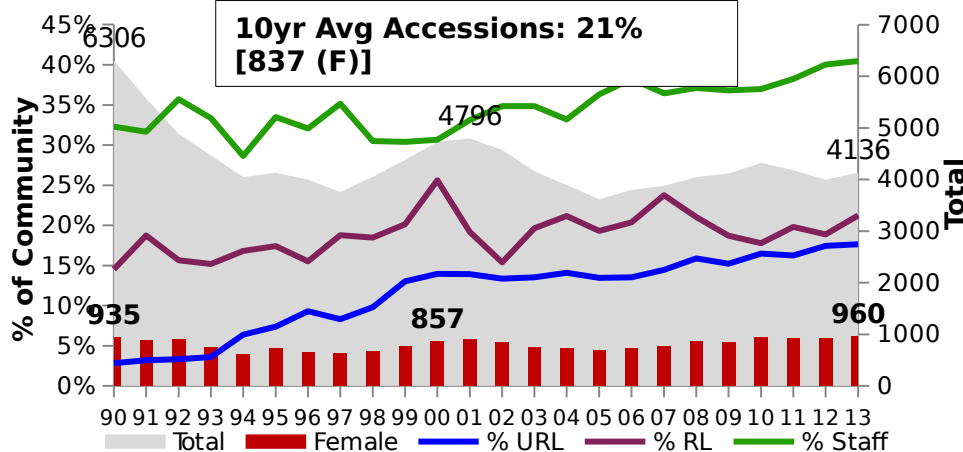
# Retention Challenges

Influence to Leave	Women (E)	Men (E)
Impact of Navy career on ability to have a family	60%	47%
Impact of Navy career on my family	53%	48%
Work/Personal Life Balance	52%	48%
Morale at my command	45%	36%
Leadership at my command	41%	31%
Influence to Leave	Women (O)	Men (O)
Impact of Navy career on ability to have a family	67%	45%
Impact of Navy career on my family	67%	61%
Work/Personal Life Balance	63%	48%
Geographic Stability	41%	41%
Length of Sea Tour/OPTempo	33%	34%

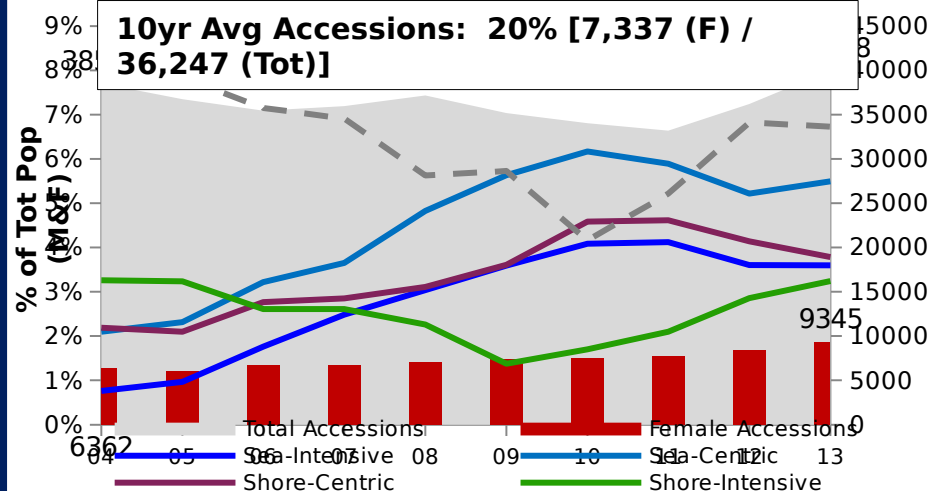


# Female Accessions & Retention

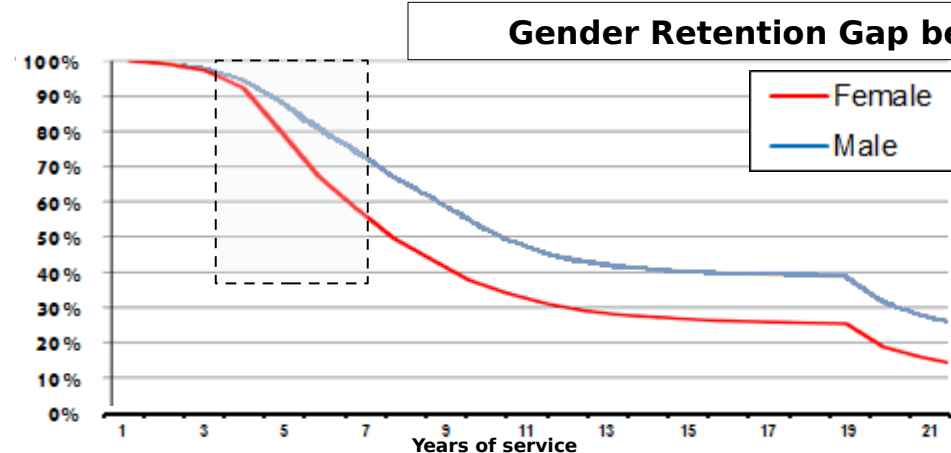
## Officer Accession Trends



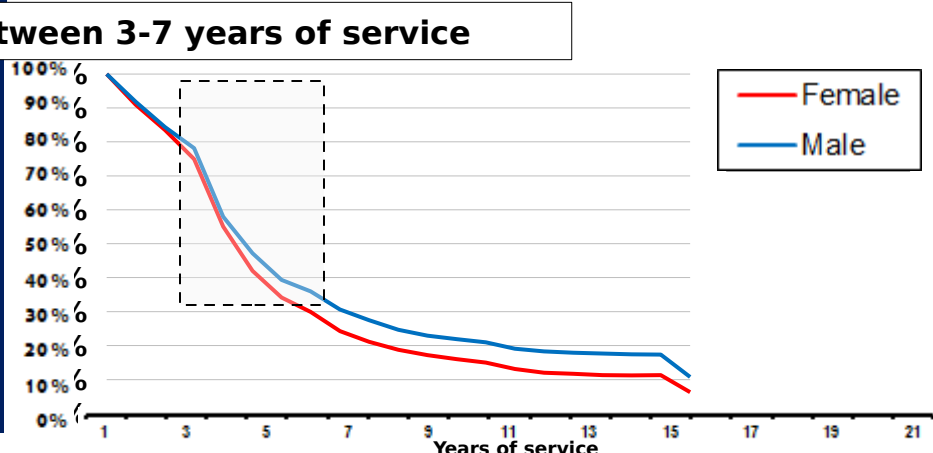
## Enlisted Accession Trends (E1-E3)



## Officer Retention



## Enlisted Retention



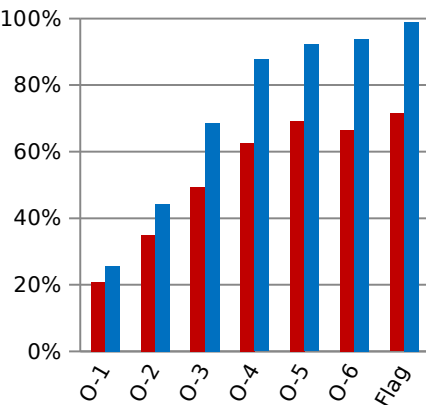




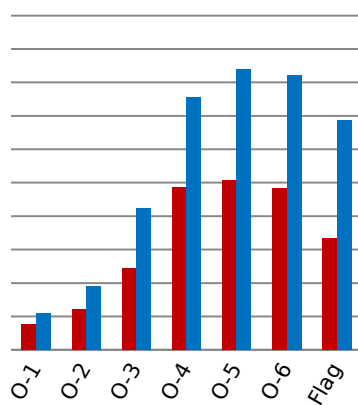
# Family Demographics

## Officer

### Married



### With Children



	Dependency Delta
URL	-32.39 %
RL	-21.53 %
Staff	-18.81 %

Female

Male

## Custody

### Parent with Full Custody

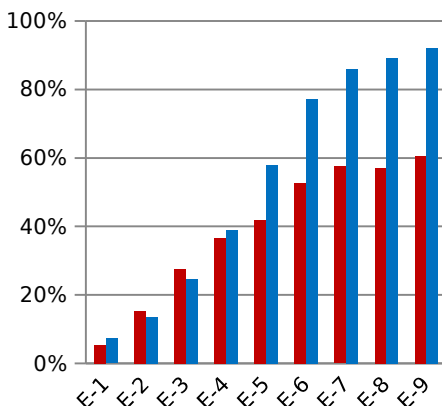
	Male	Female
E2-E4	3 %	9 %
E5-E6	6 %	18 %
E7-E9	9 %	23 %
Officer	3 %	6 %

### Family Care During Deployment

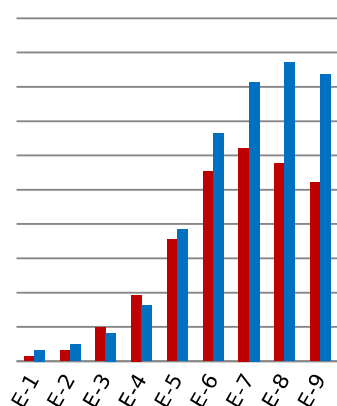
	Male	Female
Grandparent	6 %	56 %
Other Parent	92 %	31 %
Non-relative	2 %	14 %

## Enlisted

### Married



### With Children

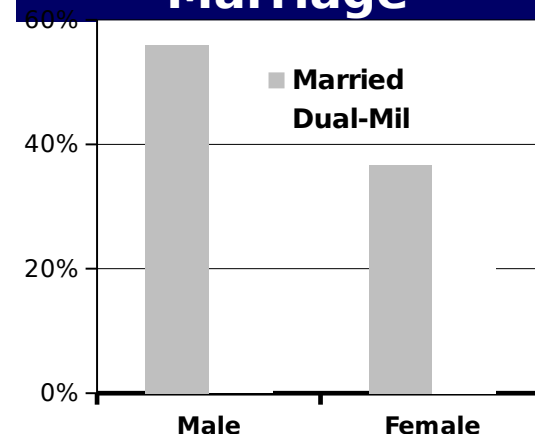


	Dependency Delta
Sea-Intensive	-17.62 %
Sea-Centric	-10.99 %
Shore-Centric	-7.82 %
Shore-Intensive	-3.22 %
Undesignated	0.07 %

Female

Male

## Dual-Military Marriage



Across the Navy, males are more likely to be married and/or have children